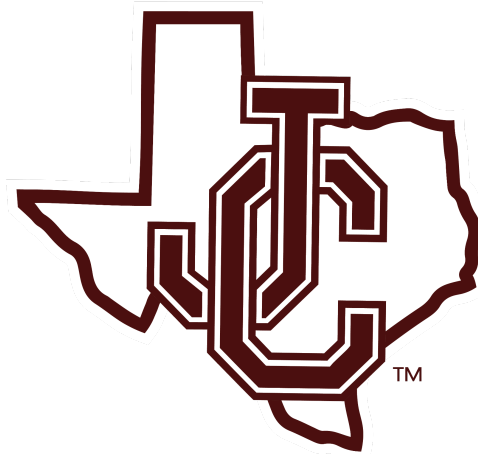


# JOHNSON CITY

Independent School District



*"Soaring to Excellence"*

## Compensation Plan 2025-2026

Board Approved: 7/14/2025

## **TABLE OF CONTENTS**

---

**Introduction**

**Lump-Sum Payment**

**Teacher Hiring Scale**

**Master's Degree | Longevity Stipends**

**Teacher Stipends**

**Athletic Stipends**

**Mid-Point Hiring Schedules**

**Clerical | Technical | Auxiliary**

**Administrative | Professional Mid-Point Hiring Schedules**

**Supplemental Employee Pay**

**School Guardian Pay**

**Substitute Pay**

## **INTRODUCTION**

---

The JCISD Compensation Plan is updated and adopted annually by the Board of Trustees as part of the annual budget development process. The plan includes wage and salary structures, stipends and incentives.

The JCISD Compensation Plan shall be administered in compliance with the following policies:

- DEA Legal – Compensation Plan
- DEA Local – Compensation Plan
- DEAA Legal – Incentives and Stipends
- DEAA Local – Incentives and Stipends

Johnson City ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

# LUMP-SUM PAYMENT

---

**PROGRAM DISCLAIMER: The lump-sum payment below is not guaranteed from year to year.**

In addition to the regular compensation outlined in the 2025-2026 Compensation Plan, the plan also allows the option of two-time (December|May), lump-sum compensation payment during the school year to eligible district employees (see eligibility parameters below) if the following fiscal parameters are met.

## **Fiscal Parameters**

The Superintendent may recommend, and the Board of Trustees may approve, a two-time, lump- sum employee compensation payment of up to \$500.00 to all eligible district employees (defined below) within the following financial conditions:

- 1) The district's other financial obligations and issuance of the two-time, lump-sum compensation payment would not create a financial hardship for the District.

## **Employee Eligibility Parameters**

If authorized by the Board of Trustees, in order to be eligible to receive the two-time, lump-sum employee compensation payment detailed above, a district employee must meet the following eligibility parameters:

### **December Payment**

- 1) Employee is employed by the district in a permanent part- or full-time position on the first instructional day of the school year;
- 2) Employees must be working, or on approved medical leave, at the time the payment is issued in December.

### **May Payment**

- 1) Employee is employed by the district in a permanent part- or full-time position on the first instructional day in January;
- 2) Employees must be working, or on approved medical leave, at the time the payment is issued in May.

If an employee is hired after the first instructional day in August or January, they are eligible to receive a pro-rata, lump-sum payment based on the number of days worked during the semester in which the payment is issued.

# TEACHER HIRING SCALE

Years of Experience	2025-2026 Salary Scale	HB 2	Total
0	\$52,530		\$54,530
1	\$52,683		\$54,683
2	\$52,863		\$54,863
3	\$52,989	\$4000	\$56,989
4	\$53,142	\$4000	\$57,142
5	\$53,295	\$8000	\$61,295
6	\$53,448	\$8000	\$61,448
7	\$53,601	\$8000	\$61,601
8	\$53,754	\$8000	\$61,754
9	\$53,907	\$8000	\$61,907
10	\$54,060	\$8000	\$62,060
11	\$54,703	\$8000	\$62,703
12	\$55,345	\$8000	\$63,345
13	\$55,988	\$8000	\$63,988
14	\$56,630	\$8000	\$64,630
15	\$57,273	\$8000	\$65,273
16	\$57,916	\$8000	\$65,916
17	\$58,558	\$8000	\$66,558
18	\$59,201	\$8000	\$67,201
19	\$59,843	\$8000	\$67,843
20	\$60,486	\$8000	\$68,486
21	\$61,129	\$8000	\$69,129
22	\$61,771	\$8000	\$69,771
23	\$62,414	\$8000	\$70,414
24	\$63,056	\$8000	\$71,056
25	\$63,561	\$8000	\$71,561
26	\$64,071	\$8000	\$72,071
27	\$64,581	\$8000	\$72,581
28	\$65,091	\$8000	\$73,091
29	\$65,601	\$8000	\$73,601
30+	\$66,111	\$8000	\$74,111

**Hiring Range Minimum \$52,530 | Hiring Range Maximum \$66,111**

The compensation scale above represents annual salaries based on full -time contract arrangements for 10-month employment. Salary levels meet or exceed state minimum salary requirements. Predictions of future salaries are not possible from this pay structure. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Teachers hired to work for more or less than a standard 10-month contract will receive an annual salary based on the daily rate for their documented years of experience.

## MASTER'S DEGREE | LONGEVITY STIPENDS

Stipend	Eligibility	Payment	Amount
*General Master's Degree	Degree obtained prior to Aug. 1 of the current year.	Annualized	\$1200
Longevity Pay	Frozen for employees who met criteria prior to Sept. 1, 2018	Annualized	\$250 (3+), \$500 (5+), \$750 (10+), \$1000 (20+)
<b>Assignment Specific Stipends:</b>			

### Eligibility Criteria

- Stipends indicated with an asterisk are not offered to employees whose position requires a Master's degree.
- Teacher stipend eligibility is based on full-time, 10-month employment as a teacher.
- Teachers must provide direct classroom instruction for at least ½ of the school day to be eligible for these stipends.
- Stipends will be prorated for part-time teachers (calculated at ½ the stipend amount) and for teachers who are not employed for the entire school year (calculated by number of days served in the contract year).
- Teachers who meet the above criteria for the Master's degree stipends must provide official transcripts to HR by August 1 to be eligible for stipend distribution the following school year.
- Longevity Pay is only offered to employees prior to September 1, 2018.

## **TEACHER INCENTIVE ALLOTMENT**

For any funds received by Johnson City ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for benefits and retirement contributions for teachers. The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check) on the last month of the teachers' contract period prior to their last contract day of each year that a teacher generates funding for a TIA designation. The payment will be TRS eligible.

If a Designated Teacher leaves the district prior to Winter Roster Verification then the Designated Teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state.

If a Designated Teacher moves campuses within Johnson City ISD during the school year, then Johnson City ISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot.

If an eligible teacher leaves the district after Class Roster Winter Submission and does not complete the contract year 90% of the generated funds will be evenly distributed to all remaining certified teachers on the campus where the designated teacher worked no later than August 31 of each school year.

## TEACHER STIPENDS

Stipend	FTE	Amount
Band Director	1	\$4500 + 20 Days @ Daily Rate
Band, Assistant Director	1	\$2500 + 15 Days @ Daily Rate
Campus Website Coordinator	3	\$1000
Cheerleading, HS	1	\$4500
Cheerleading, MS	1	\$1500
Class Sponsor, 9 <sup>th</sup>	2	\$250
Class Sponsor, 10 <sup>th</sup>	2	\$250
Class Sponsor, 11th/Prom Coordinator	2	\$1500
Class Sponsor, 12th	2	\$500
District Textbook Coordinator	1	\$1500
District GT Coordinator	1	\$1500
National Honor Society Sponsor	1	\$500
Special Olympics	1	\$1000
SPED: Inclusion/Resource Teacher	6	\$2000
SPED: Life Skills Teacher	2	\$3000
SPED: Behavior Teacher	3	\$3000
Student Council Sponsor, ES & MS	2	\$500
Student Council Sponsor, HS	1	\$1000
*Teacher Leader	10	\$600
*Teacher Mentor		\$250
Theater/OAP Director	1	\$2000
**UIL/Academic Event Coach (per event)		\$100
**UIL/Academic Coordinator	3	\$500
UT On-Ramps Teacher	3	\$1500
Yearbook Sponsor	1	\$2500
Visual Arts Scholastic Event (VASE)	1	\$3500
Junior VASE	1	\$1500

### Notes:

- Teacher stipend eligibility is based on full-time employment as a teacher.
- \*Must have SPED certification and be assigned to teach a minimum of four classes in a Special Education life skills, resource, or inclusion setting.
- UT On-Ramps teachers will receive extra duty pay (includes travel) of \$150/day for required summer training.
- Stipends indicated with an (\*) are paid half in December/half in May, (\*\*) are paid in May; all other stipends are annualized.
- If a staff member is not employed with JCISD for the entire year, stipends will be prorated for any supplemental duty assignment based on percentage of the assignment(s) completed.
- Teachers that elect to forgo their conference period in order to teach an additional class are compensated by an additional 1/7th of their base teacher pay.

## ATHLETIC STIPENDS

---

Stipend	FTE	Amount
Baseball, Assistant	1	\$4250
Baseball, Head	1	\$5750
Basketball, Assistant	6	\$4250
Basketball, Head	2	\$5750
Cross Country, Assistant	1	\$2750
Cross Country, Head	1	\$3750
Football, Assistant	3	\$5750
Football, Sp. Team Coordinator	1	\$7250
Football, Off/Def Coordinator	2	\$7250
Athletic Administrative Assistant	1	\$1500
Softball, Assistant	1	\$4250
Softball, Head	1	\$5750
Tennis, Assistant	1	\$2750
Tennis, Head	1	\$3750
Track, Assistant	4	\$4250
Track, Head	2	\$5750
Volleyball, Assistant	3	\$4250
Volleyball, Head	1	\$5750
Strength & Conditioning Coordinator	2	\$1500

Notes:

- Athletic stipends are annualized and paid throughout the year.
- If a coach is not employed with JCISD for the entire year, stipends will be prorated for any coaching assignment based on percentage of the assignment(s) completed.

## **MID-POINT HIRING SCHEDULES**

---

The following Mid-Point Hiring Schedules shall be used for the initial placement of all employees other than teachers. It is anticipated that the district will make continual adjustments to account for actual job duties and job requirements of positions and as additional market information becomes available.

All employees categorized as “exempt” under the Fair Labor Standards Act (FLSA) shall be placed on the Administrative/Professional job classification.

All employees placed on the Clerical/Technical and Auxiliary job classification shall be categorized as “non- exempt” under the FLSA. Non-exempt employees shall be subject to appropriate FLSA regulations including: Minimum Wage, Overtime, Recordkeeping, and Child Labor Laws.

\*Annual calculations are based on full-time employment (40-hour work week) unless otherwise noted. Employees regularly scheduled to work less than 40 hours per week will make proportionately less pay.



# CLERICAL | TECHNICAL | AUXILIARY

PAY GRADE	JOB TITLE	CALENDARS		MINIMUM	MIDPOINT	MAXIMUM
CT1			Hourly	\$14.70	\$16.86	\$19.05
	Child Nutrition Specialist	180	180 Days	\$21,168.32	\$24,278.40	\$27,432.00
	Custodian	240	183 Days	\$21,520.80	\$24,683.04	\$27,889.20
	Instructional Aide	183	196 Days	\$23,049.60	\$26,436.48	\$29,870.40
	*Instructional Aide - Life Skills	183	206 Days	\$24,225.60	\$27,785.28	\$31,394.40
	*Instructional Aide - Behavior	183	240 Days	\$28,224.00	\$32,371.20	\$36,576.00
	**Health Services Aide	186	*\$1500 Stipend for Life Skills & Behavior Aides			
	Technology Aide	206	**\$1500 Stipend for Certified Nurse Assistant			
CT2			Hourly	\$15.72	\$20.37	\$25.22
	Administrative Assistant - SPED	206	206 Days	\$25,906.56	\$33,569.76	\$41,562.56
	Administrative Assistant - ES	216	216 Days	\$27,164.16	\$35,199.36	\$43,580.16
	Administrative Assistant - MS	216	226 Days	\$28,421.76	\$36,828.96	\$45,597.76
	Administrative Assistant - HS	226	240 Days	\$30,182.40	\$39,110.40	\$48,422.40
	General Maintenance	240				
CT3			Hourly	\$19.15	\$24.15	\$29.15
	Computer Technician	226	226 Days	\$34,623.20	\$43,663.20	\$52,703.20
CT4			Hourly	\$22.35	\$28.35	\$34.35
	Administrative Assistant - Supt	226	226 Days	\$40,408.80	\$51,256.80	\$62,104.80
	PEIMS Data Coordinator	226				
	Payroll/Benefits Specialist	226				
BD			Hourly	\$20.69	\$24.15	\$27.15
	Bus Driver	180				

## ADMINISTRATIVE | PROFESSIONAL

PAY GRADE	JOB TITLE	CALENDARS		MINIMUM	MIDPOINT	MAXIMUM
AP1			Daily	\$163.00	\$193.00	\$230.00
	Coordinator - Transportation	240	240 Days	\$39,120.00	\$46,320.00	\$55,200.00
AP2			Daily	\$229.00	\$264.00	\$299.00
	Director - Child Nutrition	206	206 Days	\$47,174.00	\$54,384.00	\$61,594.00
	Director - Maintenance	240	210 Days	\$48,090.00	\$55,440.00	\$62,790.00
	Director- Transportation	210	240 Days	\$54,960.00	\$63,360.00	\$71,760.00
AP3			DAILY	Teacher pay scale		
	Librarian	196	196 Days	+ 10 days @ Daily Rate +3,000		
	Registered Nurse	196	206 Days	+ 20 days @ Daily Rate		
	Coordinator - Special Education	206				
AP4			DAILY	Teacher pay scale		
	Counselor - ES/MS	196	196 Days	+ 10 days @ Daily Rate + \$4000		
	Counselor - HS	226	226 Days	+ 40 days @ Daily Rate + \$4000		
AP5			DAILY	\$294.00	\$344.00	\$394.00
	ES Assistant Principal (ES)	206	206 Days	\$60,564.00	\$70,864.00	\$81,164.00
AP6			DAILY	\$304.00	\$354.00	\$404.00
	Director - CIA	226	226 Days	\$68,704.00	\$80,004.00	\$91,304.00
	Director - Special Education	226				
	Principal (ES)	226				
	Principal (MS)	226				
AP7			DAILY	\$333.00	\$383.00	\$433.00
	Director - Athletics	226	226 Days	\$75,258.00	\$86,558.00	\$97,858.00
	Director - Technology	226				
AP8			DAILY	\$380.00	\$420.00	\$462.00
	Chief Financial Officer	226	226 Days	\$85,880.00	\$94,920.00	\$104,412.00
	Principal (HS)	226				

## SUPPLEMENT EMPLOYMENT PAY

Position	Assignment	Rate of Pay
Teachers	Extended Tutorials / Summer School	Prorated Daily Rate
Instructional Aides	Summer School	Hourly Rate
Teachers / Instructor	Homebound Instruction	\$30.00 / hr
Teachers/Aides/Auxiliary Staff	Extracurricular Event Ticket Sales	\$15.00 / hr
Teachers / Coaches	Extracurricular Bus Driver	\$12.50 / hr

### Notes

- All supplemental assignments must be pre-approved by the superintendent.
- Administrators are not eligible for supplemental pay.

## SCHOOL GUARDIAN PAY

Position	Assignment	Rate of Pay
Full Time Staff	School Guardian	\$1000

### Notes

- School Guardians must meet all district requirements and are individually approved by the Board.
- Stipend will be paid half in Dec & half in May

## SUBSTITUTE PAY

Position	Assignment	Rate of Pay
Teachers Nurse Aides Clerical/Office	<b>Regular Assignment</b>	
	Certified/licensed substitute teacher	\$105.00 / day
	Non-certified/licensed substitute teacher	\$100.00 / day
	<b>Long-Term Assignment</b> (11 or more consecutive days)	\$115.00 / day
Substitute Auxiliary Staff	Certified/licensed substitute teacher	\$110.00 / day
	Non-certified/licensed substitute teacher	
Substitute Auxiliary Staff	Bus Driver	\$18.94 / hr
	Child Nutrition	\$10.00 / hr

### Notes

- Teacher, nurse, and aide substitutes will receive back pay at the long-term rate after working eleven consecutive days in the same long-term assignment and throughout the remainder of the assignment.
- Instructional Aide positions lasting 5 consecutive days or more will require clock in.
- Daily rates are based on an 8-hour work day.